

RETENTION/PROMOTION

1. Scientists shall be evaluated every three years.
2. The number of points required, and the sources of these points, to be retained within the same rank or promoted to the next higher rank are summarized in the table below.

Table 3. RETENTION/PROMOTION

UP University Scientist Rank	Points Required (period of evaluation: 3 years after last appointment)	Sources of Points
I	35	I (min 25) and II
II	45	I (min 25-max 30) and II
III	55	I (min 25-max 35) and II

3. If a University Scientist does not meet the retention requirements, the following will apply:
 - will slide down to a lower rank or
 - may be temporarily removed from the UP Scientific Productivity Program.
4. If a University Scientist is removed from the Program because s/he did not meet the minimum requirements, s/he may apply again **AT A LATER TIME BUT** should meet the same requirements as for initial appointment.